



## Colorado Association of Public Employees

February 16, 2004  
Denver, Colorado

### **TO ALL LEGISLATORS: *Alert regarding Civil Service Reform Legislation***

We are writing to inform you of the support of our three state employee organizations for the concurrent resolution and bill sponsored by Representative Rosemary Marshall and Senator Norma Anderson concerning Civil Service Reform. We are aware that you recently received a statement of opposition from the AFL-CIO, but want you to be aware that their statement does not represent the opinion of a majority of state employee organizations. To the contrary, through an extensive and open process of negotiation between the sponsors, the Executive Director of the Department of Personnel and Administration, the Colorado Association of Public Employees (CAPE), the Colorado State Patrol Protective Association (CSPPA), and AFSCME Local 821 (representing employees statewide in the Departments of Transportation, Revenue, Labor and Employment, and Military and Veterans Affairs), an agreement has been reached on a comprehensive package of reforms that preserve the fundamental principles of a merit-based civil service while streamlining obsolete provisions and strengthening employee protections.

The constitutional amendment you will consider is vastly different from the recommendations in the Civil Service Reform Commission report, and is supported by each of the undersigned employee organizations. It is unfortunate that one of the employee organizations in the AFL-CIO chose not to participate in the give and take required to actually craft an acceptable compromise. While we respect their right to differ on this issue, we do not believe their position serves the best interests of state employees. A poll of more than 500 state employees conducted by AFSCME Local 821 found that 92% supported the compromise you will be asked to consider. After months of study and negotiations, the Board of CAPE – representing employees in all areas of the state - voted unanimously to support the policies in the compromise agreement.

We urge you to support both the HCR and its implementing statute.

Miller Hudson  
Executive Director  
CAPE

Jeremiah Attridge  
President  
AFSCME Local 821

Evan Goulding  
Legislative Liaison  
CSPPA